



# महाराष्ट्र शासन राजपत्र

## भाग एक-ल

वर्ष १, अंक २०]

गुरुवार ते बुधवार, जून १८-२४, २०१५/ज्येष्ठ २८-आषाढ ३, शके १९३७

[पृष्ठे ६४, किंमत : रुपये २३.००

### प्राधिकृत प्रकाशन

(केंद्रीय) औद्योगिक विवाद अधिनियम व मुंबई औद्योगिक संबंध अधिनियम यांखालील  
(भाग एक, चार-अ, चार-ब आणि चार-क यांमध्ये प्रसिद्ध केलेल्या अधिसूचना, आदेश व निवाडे यांव्यतिरिक्त)  
अधिसूचना, आदेश व निवाडे.

### BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003.

No. MWA/SPL/Paper and Paper Board.—In exercise of the powers conferred by Notification, Industries, Energy and Labour Department No. MWA.5284/5819/ Lab-7, dated the 3rd August 1984, the Deputy Commissioner of Labour (Rural Wings), Mumbai as the Competent Authority under section 2 (c) of the Minimum Wages Act, 1948 is after having ascertained, pleased to declare that the cost of Living Index Number applicable to the employees employed in employment in Paper and Paper Board Manufacturing (hereinafter referred to as the said Scheduled employment). The State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) of the said Schedule for the purpose of section 2 (d) of the said Act :—

#### *Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(converted in 1982=100 base) (2)
July, 2003	589
August, 2003	583
September, 2003	583
October, 2003	585
November, 2003	587
December, 2003	589

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003.

No. MWA/SPL/Paper and Paper Board.—Whereas, the Deputy Commissioner of Labour (Rural Wings), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department No. MWA/5284/5819/Lab-7, dated 3rd August 1984 has in pursuance of clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as the said Act), ascertain and declared the cost of Living Index Number as shown in column (2) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in Paper and Paper Board Manufacturing (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra (hereinafter referred to as the said Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(2)
July, 2003	589
August, 2003	583
September, 2003	583
October, 2003	585
November, 2003	587
December, 2003	589

And whereas, the Government of Maharashtra by Notification, Industries, Energy and Labour Department No. MWA.5692/7401/Lab-7, dated the 7th July 1993 has directed to the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over Mumbai City Index Number of 262 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule II appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month
(1)	(2)	(3)	(4)
1	I	One	3.85 p. m.
2	II	One	3.85 p. m.
3	III	—	—
4	IV	—	—
5	V	—	—

*Explanation.*—For the purpose of this Notification, Zones I, II and III shall respectively, means Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA.5692/7401/Lab-7, dated the 7th July 1993.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department No. MWA.5692/7401/Lab-7, dated the 7th July 1993. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of January, 2004 to 30th June 2004 at the rate of mentioned in column (3) of the said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance Payable)
(1)	(2)	(3)
		(Rs.)
1	I	1247.40 p. m.
2	II	1247.40 p. m.
3	III	—
4	IV	—
5	V	—

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003.

No. MWA/SPL/Plastic Industry.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department No. MWA.5284/5819/Lab-7, dated the 3rd August 1984, the Deputy Commissioner of Labour (Enforcement), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is after having ascertain, pleased to declare that the cost of Living Index Number applicable to the employees employed in the employment in Industry engaged in which process of transferring plastic in “O” various solid shapes through moulding, forming, extrusion or casting by application singly or together with heat and or pressure or both or other similar work or work incidental to such process is carried on (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) to (11) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
July, 2003	589	563	492	538	502	510	505	537	531	506
Aug., 2003	583	557	487	538	501	510	502	534	535	507
Sept., 2003	583	556	491	536	505	509	504	534	536	504
Oct., 2003	585	558	494	545	508	510	509	532	537	507
Nov., 2003	587	564	491	543	511	508	515	534	538	511
Dec., 2003	589	566	488	546	509	506	517	545	537	514

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003.

No. MWA/SPL/Plastic Industry.—Whereas, the Deputy Commissioner of Labour (Enforcement), Mumbai having been appoint as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 has in pursuance of clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as said Act), ascertained and declared the cost of Living Index Number as shown in column (2) to (11) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule application to the employees employed in any Industry in which any process of transforming plastics into various solid shapes, through moulding, extrusion or casting by application singly or together with heat and or presure or both or other forming, similar work or work incidental to such process or both or other similar work or work incidental to such process in carried on (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra (hereinafter referred to as the Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
July, 2003	589	563	492	538	502	510	505	537	531	506
Aug., 2003	583	557	487	538	501	510	502	534	535	507
Sept., 2003	583	556	491	536	505	509	504	534	536	504
Oct., 2003	585	558	494	545	508	510	509	532	537	507
Nov., 2003	587	564	491	543	511	508	515	534	538	511
Dec., 2003	589	566	488	546	509	506	517	545	537	514

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department No. MWA.52000/CR-636/Lab-7, dated the 30th January 2003 has directed the said Competent Authority to calculated after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over the average of the cost of Living Index Number for Ten Centres of 501 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month/Day
(1)	(2)	(3)	(4)
1	I	One	4.75 p.m.
2	II	One	4.75 p.m.
3	III	One	4.75 p.m.
4	IV	—	—

*Explanation.*—For the purpose of this Notification, Zones I, II, III and IV shall respectively means Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA.52000/CR 636/Lab-7, dated the 30th January 2003.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department No. MWA.52000/CR-636/Lab-7, dated the 30th January 2003. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st January 2004 to 30th June 2004 at the rate of mentioned in column (3) of the said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance Payable)
(1)	(2)	(3)
		(Rs.)
1	I	128.25 p.m.
2	II	128.25 p.m.
3	III	128.25 p.m.
4	IV	—

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Paints Varnishes.—In exercise of the powers conferred by Notification, Industries, Energy and Labour Department No. MWA. 5284/5819/ Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Rural Wings), Mumbai as the Competent Authority under section 2 (c) of the Minimum Wages Act, 1948 is after having ascertained, pleased to declare that the cost of Living Index Number applicable to the employees employed in employment any Industry manufacturing paints varnishes (herein after referred to as the said Scheduled employments.) The State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) of the said Schedule for the purpose of section 2 (d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(2)
July, 2003	589
August, 2003	583
September, 2003	583
October, 2003	585
November, 2003	587
December, 2003	589

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Paints Varnishes.—Whereas, the Deputy Commissioner of Labour (Rural Wings), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984 has in pursuance of clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as said Act), ascertain and declared the cost of Living Index Number as shown in column (2) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in any Industry manufacturing paints varnishes (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra (hereinafter referred to as the said Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(2)
July, 2003	589
August, 2003	583
September, 2003	583
October, 2003	585
November, 2003	587
December, 2003	589

And whereas, the Government of Maharashtra by Notification, Industries, Energy and Labour Department No. MWA.6292/(7342)/Lab-7, dated the 21st August 1993, has directed the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July the average of each of the said cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over Mumbai City Index Number of 248 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule II appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month
(1)	(2)	(3)	(4)
1	I	One	3.85 p. m.
2	II	One	3.85 p. m.
3	III	One	3.85 p. m.
4	IV	—	—
5	V	—	—

*Explanation.*—For the purpose of this notification, Zones I, II and III shall respectively, mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA. 6292/(7342)/Lab-7, dated the 21st August 1993.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department No. MWA.6292/(7342)/Lab-7, dated the 21th August 1993. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of January, 2004 to 30th June 2004 at the rates mentioned in column (3) of the said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance Payable)
(1)	(2)	(3)
		(Rs.)
1	I	1301.30 p. m.
2	II	1301.30 p. m.
3	III	1301.30 p. m.
4	IV	—
5	V	—

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Poha, Murmura, Churmura and Kurmura.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement), Mumbai as the Competent Authority under section 2 (c) of the Minimum Wages Act, 1948 is after having ascertain, pleased to declare that the cost of Living Index Number applicable to the employees employed in the employment in Industries manufacturing flattened parched Rice (Poha), Murmura, Churmura and Kurmura from paddy or rice including Micromica (Bhara) and Narda from maize (here in after referred to as the said Scheduled employment) in the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) to (11) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
July, 2003	589	563	492	538	502	510	505	537	531	506
Aug., 2003	583	557	487	538	501	510	502	534	535	507
Sept., 2003	583	556	491	536	505	509	504	534	536	504
Oct., 2003	585	558	494	545	508	510	509	532	537	507
Nov., 2003	587	564	491	543	511	508	515	534	538	511
Dec., 2003	589	566	488	546	509	506	517	545	537	514

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Poha, Murmura, Churmura and Kurmura.—Whereas, the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 has in pursuance of clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as said Act), ascertained and declared the cost of Living Index Number as shown in column (2) to (11) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule application to the employees employed in Industries manufacturing flattened parched Rice (Poha), Murmura, Churmura and Kurmura from paddy or rice including Micromica (Bharda) and Narda from maize (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra (hereinafter referred to as the Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
July, 2003	589	563	492	538	502	510	505	537	531	506
Aug., 2003	583	557	487	538	501	510	502	534	535	507
Sept., 2003	583	556	491	536	505	509	504	534	536	504
Oct., 2003	585	558	494	545	508	510	509	532	537	507
Nov., 2003	587	564	491	543	511	508	515	534	538	511
Dec., 2003	589	566	488	546	509	506	517	545	537	514

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department No. MWA.9692/7324/Lab-7, dated the 1st February 1994 has directed the said Competent Authority to calculated after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over the average of the averages of the cost of Living Index Number for seven Centres of 260 and also to determine or every such rise of one points the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month
(1)	(2)	(3)	(4)
1	I	One	2.60
2	II	One	2.60
3	III	—	—
4	IV	—	—

*Explanation.*—For the purpose of this notification, Zones I, II, III and IV shall respectively means Zones I, II III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA. 9692/7324/Lab-7, dated the 1st February 1994.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department No. MWA. 9692/7324/Lab-7, dated the 1st February 1994. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st January 2004 to 30th June 2004 at the rates mentioned in column (3) of the said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance Payable)
(1)	(2)	(3)
		(Rs.)
1	I	699.40 p.m.
2	II	699.40 p.m.
3	III	—
4	IV	—

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Powerloom Industry.—In exercise of the powers conferred by Notification, Industries, Energy and Labour Department No. MWA.5284/5819/Lab-7, dated the 3rd August 1984. The Deputy Commissioner of Labour (Rural Wings), Mumbai as the Competent Authority under section 2 (c) of the Minimum Wages Act, 1948 is after having ascertained, pleased to declare that the cost of Living Index Number applicable to the employees employed in employment in Powerloom Industry (hereinafter referred to as the said Scheduled employment.) The State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) of the said Schedule for the purpose of section 2 (d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(2)
July, 2003	3016
August, 2003	2985
September, 2003	2985
October, 2003	2995
November, 2003	3005
December, 2003	3016

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Powerloom Industry.—Whereas, the Deputy Commissioner of Labour (Rural Wings), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 has in pursuance of clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as the said Act), ascertained and declared the cost of Living Index Number as shown in column (2) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in Powerloom Industry (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra (hereinafter referred to as the said Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(converted in 1982 = 100 base) (2)
July, 2003	3016
August, 2003	2985
September, 2003	2985
October, 2003	2995
November, 2003	3005
December, 2003	3016

And whereas, the Government of Maharashtra by Notification, Industries, Energy and Labour Department No. MWA.5084/6027/Lab-7, dated the 10th January 1986 has directed to the said Competent Authority to calculate after expiry of every six months commencing from 1st day of January and 1st day of July the average of each of the said cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over Mumbai City Index Number of 184 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which employees who are paid more than Rs. 184 on basic wages such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule II appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month
(1)	(2)	(3)	(4)
1	I	One	1.00
2	II	One	1.00
3	III	One	1.00
4	IV	—	—
5	V	—	—

*Explanation.*—For the purpose of this notification, Zones I, II, III shall respectively, mean Zones, I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA.5084/6027/Lab-7, dated the 10th January 1986.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department No. MWA.5084/6027/Lab-7, dated the 10th January 1986. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the area mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of January, 2004 to 30th June 2004 at the rate mentioned in column (3) of the said Schedule III.

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance Payable)
(1)	(2)	(3)
		(Rs.)
1	I	2816.00 p. m.
2	II	2816.00 p. m.
3	III	2816.00 p. m.
4	IV	—
5	V	—

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003.

No. MWA/SPL/Powerloom Industry.—In exercise of the powers conferred by Notification, Industries, Energy and Labour Department No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Rural Wings), Mumbai as the Competent Authority under section 2 (c) of the Minimum Wages Act, 1948 is after having ascertained, pleased to declare that the cost of Living Index Number applicable to the employees employed in employment Powerloom Industry (hereinafter referred to as the said Scheduled employment.) The State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) of the said Schedule for the purpose of section 2 (d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(2)
(converted in 1982 = 100 base)	
July, 2003	3016
August, 2003	2985
September, 2003	2985
October, 2003	2995
November, 2003	3005
December, 2003	3016

M. A. SHAIKH,

Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003.

No. MWA/SPL/Powerloom Industry.—Whereas, the Deputy Commissioner of Labour (Rural Wings), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department No. MWA/5284/5819/Lab-7, dated 3rd August, 1984, has in pursuance of clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as said Act), ascertained and declared the cost of Living Index Number as shown in column (2) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in Powerloom Industry (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra (hereinafter referred to as the said Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months (1)	Mumbai Index Number (New Series) (2)
July, 2003	3016
August, 2003	2985
September, 2003	2985
October, 2003	2995
November, 2003	3005
December, 2003	3016

And whereas, the Government of Maharashtra by Notification, Industries, Energy and Labour Department No. MWA.5084/6027/Lab-7, dated the 10th January 1986 has directed the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July the average of each of the said cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over Mumbai City Index Number of 184 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which Employees who are paid less than Rs. 184 on basic wages such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule II appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No. (1)	Zones (2)	Every rise of points (3)	Rupees per Month (4)
1	I	One	0.70 p. m.
2	II	One	0.70 p. m.
3	III	One	0.70 p. m.
4	IV	—	—
5	V	—	—

*Explanation.*—For the purpose of this notification, Zones I, II and III shall respectively, mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA.5084/6027/Lab-7, dated the 10th January 1986.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department No. MWA.5084/6027/Lab-7, dated the 10th January 1986. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of January, 2004 to 30th June 2004 at the rates mentioned in column (3) of the said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance Payable)
(1)	(2)	(3)
		(Rs.)
1	I	1971.20 p. m.
2	II	1971.20 p. m.
3	III	1971.20 p. m.
4	IV	—
5	V	—

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Printing Press.—In exercise of the powers conferred by Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Rural Wings), Mumbai as the Competent Authority under section 2 (c) of the Minimum Wages Act, 1948 is after having ascertained, pleased to declare that the cost of Living Index Number applicable to the employees employed in employment in any industry in which any process of Printing by Letter Press, Lithography, Photographer or other similar work incidental to such process of book binding. The State of Maharashtra for the months shown in column (1) of the schedule hereto appended, shall be as shown in column (2) of the said schedule for the purpose of section 2 (d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(2)
July, 2003	13391
August, 2003	13253
September, 2003	13253
October, 2003	13298
November, 2003	13342
December, 2003	13391

M. A. SHAIKH,

Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Printing Press.—Whereas, the Deputy Commissioner of Labour (Rural Wings), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 has in pursuance of clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as said Act), as ascertained and declared the cost of Living Index Number as shown in column (2) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in any industry in which any process of Printing by Letter Press, Lithography, Photographer or other similar work incidented to such process of book binding in the State of Maharashtra (hereinafter referred to as the said scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(2)
(converted in 1940=100 base)	
July, 2003	13391
August, 2003	13253
September, 2003	13253
October, 2003	13298
November, 2003	13342
December, 2003	13391

And whereas, the Government of Maharashtra by Notification, Industries, Energy and Labour Department, No. MWA.2683/5364/Lab-7, dated the 16th May 1983 has directed the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July the average of each of the said cost of Living Index Number declared by it for the said six months and to as certain in the rise of such average over Mumbai City Index Number of 1000 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule II appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month
(1)	(2)	(3)	(4)
1	I	Five	1.25 p. m.
2	II	Five	1.20 p. m.
3	III	Five	1.00 p. m.
4	IV	Five	0.95 p. m.
5	V	—	—

*Explanation.*—For the purpose of this Notification, Zones I, II and III shall respectively, mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA.2683/5364/Lab-7, dated the 16th May 1983.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA.2683/5364/Lab-7, dated the 16th May 1983. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of January 2004 to 30th June 2004 at the rates mentioned in column (3) of the said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance Payable)
(1)	(2)	(3)
		(Rs.)
1.	I	3080.00 p. m.
2.	II	2710.40 p. m.
3.	III	2464.00 p. m.
4.	IV	2340.80 p. m.
5.	V	—

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Public Motor Transport.—In exercise of the powers conferred by Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement), Mumbai as the Competent Authority under section 2 (c) of the Minimum Wages Act, 1948 is after having as certain, pleased to declare that the cost of Living Index Number applicable to the employees employed in the employment in the industry engaged in Public Motor Transport (hereinafter referred to as the said scheduled employment) in the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) to (11) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
July, 2003	589	563	492	538	502	510	505	537	531	506
Aug., 2003	583	557	487	538	501	510	502	534	535	507
Sept., 2003	583	556	491	536	505	509	504	534	536	504
Oct., 2003	585	558	494	545	508	510	509	532	537	507
Nov., 2003	587	564	491	543	511	508	515	534	538	511
Dec., 2003	589	566	488	546	509	506	517	545	537	514

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Public Motor Transport.—Whereas, the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 has in pursuance of clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as said Act), as ascertained and declared the cost of Living Index Number as shown in column (2) to (11) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule application to the employees employed in the industry engaged in Public Motor Transport (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra (hereinafter referred to as the scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
July, 2003	589	563	492	538	502	510	505	537	531	506
Aug., 2003	583	557	487	538	501	510	502	534	535	507
Sept., 2003	583	556	491	536	505	509	504	534	536	504
Oct., 2003	585	558	494	545	508	510	509	532	537	507
Nov., 2003	587	564	491	543	511	508	515	534	538	511
Dec., 2003	589	566	488	546	509	506	517	545	537	514

And whereas, the Government of Maharashtra by Notification, Industries, Energy and Labour Department, No. MWA.1096/CR-100/Lab-7, dated the 3rd April 2001 has directed the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over the average of the cost of Living Index Number for Ten Centres of 445 and also to determine for every such rise of one points the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month
(1)	(2)	(3)	(4)
1	I	One	3.50
2	II	One	3.50
3	III	One	3.50
4	IV	—	—

*Explanation.*—For the purpose of this Notification, Zones I, II, III and IV shall respectively means Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA.1096/CR-100/Lab-7, dated the 3rd April 2001.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA.1096/CR-100/Lab-7, dated the 3rd April 2001. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st January 2004 to 30th June 2004 at the rate of mentioned in column (3) of the said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance Payable)
(1)	(2)	(3)
		(Rs.)
1	I	290.50 p.m.
2	II	290.50 p.m.
3	III	290.50 p.m.
4	IV	—

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Readymade Garments.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement), Mumbai as the Competent Authority under section 2 (c) of the Minimum Wages Act, 1948 is after having ascertain, pleased to declare that the cost of Living Index Number applicable to the employees employed in the employment in manufacturing readymade garments or its accesseries (excluding hosiary articles and tailoring establishments) (hereinafter referred to as the said Scheduled Employment) in the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) to (11) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
July, 2003	589	563	492	538	502	510	505	537	531	506
Aug., 2003	583	557	487	538	501	510	502	534	535	507
Sept., 2003	583	556	491	536	505	509	504	534	536	504
Oct., 2003	585	558	494	545	508	510	509	532	537	507
Nov., 2003	587	564	491	543	511	508	515	534	538	511
Dec., 2003	589	566	488	546	509	506	517	545	537	514

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Readymade Garments.—Whereas, the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 has in pursuance of clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as said Act), ascertained and declared the cost of Living Index Number as shown in column (2) to (11) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule application to the employees employed in manufacturing readymade garments or its accesseries (excluding hosiary articles and tailoring establishments) (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra (hereinafter referred to as the Scheduled Employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
July, 2003	589	563	492	538	502	510	505	537	531	506
Aug., 2003	583	557	487	538	501	510	502	534	535	507
Sept., 2003	583	556	491	536	505	509	504	534	536	504
Oct., 2003	585	558	494	545	508	510	509	532	537	507
Nov., 2003	587	564	491	543	511	508	515	534	538	511
Dec., 2003	589	566	488	546	509	506	517	545	537	514

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department No. MWA.4693/7617/Lab-7, dated the 18th October 1994 has directed the said Competent Authority to calculated after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over the average of the cost of Living Index Number for Ten Centres of 269 and also to determine for every such rise of one points the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month
(1)	(2)	(3)	(4)
1	I	One	3.85
2	II	One	3.85
3	III	One	3.85
4	IV	—	—

*Explanation.*—For the purpose of this Notification, Zones I, II, III and IV shall respectively means Zones, I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA.4693/7617/Lab-7, dated the 18th October 1994.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department No. MWA.4693/7617/Lab-7, dated the 18th October 1994. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled Employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st January 2004 to 30th June 2004 at the rates mentioned in column (3) of the said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance Payable)
(1)	(2)	(3)
		(Rs.)
1	I	997.15 p.m.
2	II	997.15 p.m.
3	III	997.15 p.m.
4	IV	—

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Rubber manufacturing Industry.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement), Mumbai as the Competent Authority under section 2 (c) of the Minimum Wages Act, 1948 is after having ascertain, pleased to declare that the cost of Living Index Number applicable to the employees employed in the employment in Rubber manufacturing Industry (here in after referred to as the said Scheduled employment) in the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) to (11) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
July, 2003	589	563	492	538	502	510	505	537	531	506
Aug., 2003	583	557	487	538	501	510	502	534	535	507
Sept., 2003	583	556	491	536	505	509	504	534	536	504
Oct., 2003	585	558	494	545	508	510	509	532	537	507
Nov., 2003	587	564	491	543	511	508	515	534	538	511
Dec., 2003	589	566	488	546	509	506	517	545	537	514

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Rebber manufacturing Industry.—Whereas, the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 has in pursuance of clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as said Act), ascertained and declared the cost of Living Index Number as shown in column (2) to (11) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule application to the employees employed in Rubber manufacturing Industry (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra (hereinafter referred to as the Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
July, 2003	589	563	492	538	502	510	505	537	531	506
Aug., 2003	583	557	487	538	501	510	502	534	535	507
Sept., 2003	583	556	491	536	505	509	504	534	536	504
Oct., 2003	585	558	494	545	508	510	509	532	537	507
Nov., 2003	587	564	491	543	511	508	515	534	538	511
Dec., 2003	589	566	488	546	509	506	517	545	537	514

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department No. MWA.5693/7610/Lab-7, dated the 6th December 1996 has directed the said Competent Authority to calculated after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over the average of the averages of the cost of Living Index Number for Ten Centres of 343 and also to determine or every such rise of one points the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month
(1)	(2)	(3)	(4)
1	I	One	3.85
2	II	One	3.85
3	III	One	3.85
4	IV	—	—

*Explanation.*—For the purpose of this notification, Zones I, II, III and IV shall respectively mean Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA.5693/7610/ Lab-7, dated the 6th December 1996.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department No. MWA.5393/7610/Lab-7, dated the 6th December 1996. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st January 2004 to 30th June 2004 at the rates mentioned in column (3) of the said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance Payable)
(1)	(2)	(3)
		(Rs.)
1	I	712.25 p.m.
2	II	712.25 p.m.
3	III	712.25 p.m.
4	IV	—

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Rice Flour and Dal Mill.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement), Mumbai as the Competent Authority under section 2 (c) of the Minimum Wages Act, 1948 is after having ascertain, pleased to declare that the cost of Living Index Number applicable to the employees employed in Rice, Flour and Dal Mills (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) to (11) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
July, 2003	589	563	492	538	502	510	505	537	531	506
Aug., 2003	583	557	487	538	501	510	502	534	535	507
Sept., 2003	583	556	491	536	505	509	504	534	536	504
Oct., 2003	585	558	494	545	508	510	509	532	537	507
Nov., 2003	587	564	491	543	511	508	515	534	538	511
Dec., 2003	589	566	488	546	509	506	517	545	537	514

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Rice Flour and Dal Mill.—Whereas, the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 has in pursuance of clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as said Act), ascertained and declared the cost of Living Index Number as shown in column (2) to (11) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in Rice, Flour and Dal Mills (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra (hereinafter referred to as the Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
July, 2003	589	563	492	538	502	510	505	537	531	506
Aug., 2003	583	557	487	538	501	510	502	534	535	507
Sept., 2003	583	556	491	536	505	509	504	534	536	504
Oct., 2003	585	558	494	545	508	510	509	532	537	507
Nov., 2003	587	564	491	543	511	508	515	534	538	511
Dec., 2003	589	566	488	546	509	506	517	545	537	514

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department No. MWA.1096/7480/Lab-7, dated the 4th July 1998 has directed the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over the average of the averages of the cost of Living Index Number for Ten Centres of 361 and also to determine or every such rise of one points the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month
(1)	(2)	(3)	(4)
1	I	One	3.85
2	II	One	3.85
3	III	One	3.85
4	IV	One	3.85

*Explanation.*—For the purpose of this notification, Zones I, II, III and IV shall respectively means Zones, I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA.1096/7480/Lab-7, dated the 4th July 1998.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department No. MWA-1096/7480/Lab-7, dated the 4th July 1998. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st January 2004 to 30th June 2004 at the rates mentioned in column (3) of the said Schedule III:

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance Payable)
(1)	(2)	(3)
		(Rs.)
1	I	642.95 p.m.
2	II	642.95 p.m.
3	III	642.95 p.m.
4	IV	642.95 p.m.

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Rubber Balloons.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA.5284/5819/ Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement), Mumbai as the Competent Authority under section 2 (c) of the Minimum Wages Act, 1948 is after having ascertain, pleased to declare that the cost of Living Index Number applicable to the employees employed in Rubber Balloons manufacturing Industry (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) to (11) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
July, 2003	589	563	492	538	502	510	505	537	531	506
Aug., 2003	583	557	487	538	501	510	502	534	535	507
Sept., 2003	583	556	491	536	505	509	504	534	536	504
Oct., 2003	585	558	494	545	508	510	509	532	537	507
Nov., 2003	587	564	491	543	511	508	515	534	538	511
Dec., 2003	589	566	488	546	509	506	517	545	537	514

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Rubber Balloons.—Whereas, the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointment as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 has in pursuance of clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as said Act), ascertained and declared the cost of Living Index Number as shown in column (2) to (11) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in Rubber Balloons manufacturing Industry (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra (hereinafter referred to as the Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
July, 2003	589	563	492	538	502	510	505	537	531	506
Aug., 2003	583	557	487	538	501	510	502	534	535	507
Sept., 2003	583	556	491	536	505	509	504	534	536	504
Oct., 2003	585	558	494	545	508	510	509	532	537	507
Nov., 2003	587	564	491	543	511	508	515	534	538	511
Dec., 2003	589	566	488	546	509	506	517	545	537	514

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department No. MWA.1098/(3787)/Lab-7, dated the 27th February 2001 has directed the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over the average of the averages of the cost of Living Index Number for Ten Centres of 445 and also to determine or every such rise of one points the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month
(1)	(2)	(3)	(4)
1	I	One	2.85
2	II	One	2.85
3	III	—	—
4	IV	—	—

*Explanation.*—For the purpose of this notification, Zones I, II, III and IV shall respectively means Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA.1098/(3787)/Lab-7, dated the 27th February 2001.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department No. MWA.1098/(3782)/Lab-7, dated the 27th February 2001. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st January 2004 to 30th June 2004 at the rates mentioned in column (3) of the said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance Payable)
(1)	(2)	(3)
		(Rs.)
1	I	236.55 p.m.
2	II	236.55 p.m.
3	III	—
4	IV	—

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Steel Furniture.—In exercise of the powers conferred by Notification, Industries, Energy and Labour Department No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Rural Wings), Mumbai as the Competent Authority under section 2 (c) of the Minimum Wages Act, 1948 is after having ascertained, pleased to declare that the cost of Living Index Number applicable to the employees employed in any Industry manufacturing steel Furniture (hereinafter referred to as the said scheduled employment") in the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) of the said Schedule for the purpose of section 2 (d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(converted in 1982=100 base)
(2)	
July, 2003	589
August, 2003	583
September, 2003	583
October, 2003	585
November, 2003	587
December, 2003	589

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY  
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 23rd October 2003

No. MWA/SPL/Steel Furniture.—Whereas, the Deputy Commissioner of Labour (Rural Wings), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 has in pursuance of clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as said Act), as ascertained and declared the cost of Living Index Number as shown in column (2) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in any Industry manufacturing steel Furniture (hereinafter referred to as the said scheduled employment") in the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) of the said Schedule for the purpose of section 2 (d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number (New Series)
(1)	(2)
(converted in 1982=100 base)	
July, 2003	589
August, 2003	583
September, 2003	583
October, 2003	585
November, 2003	587
December, 2003	589

And whereas, the Government of Maharashtra by Notification, Industries, Energy and Labour Department No. MWA.6493/7620/Lab-7, dated the 20th August 1994, has directed the said Competent commencing from 1st day of January and 1st day of July the average of each of the said cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over Mumbai City Index Number of 279 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specific in column (2) of the Schedule II appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every rise of points	Rupees per Month
(1)	(2)	(3)	(4)
1	I	One	3.90 p. m.
2	II	One	3.90 p. m.
3	III	One	3.90 p. m.
4	IV	One	3.90 p. m.
5	V	—	—

*Explanation.*—For the purpose of this notification, Zones I, II and III shall respectively, mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA.6493/7620/ Lab-7, dated the 20th August 1994.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department No. MWA.6493/7620/ Lab-7, dated the 20th August 1994. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of 1st day of January 2004 to 30th June 2004 at the rates mentioned in column (3) of the said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance Payable)
(1)	(2)	(3)
		(Rs.)
1	I	1197.30 p. m.
2	II	1197.30 p. m.
3	III	1197.30 p. m.
4	IV	1197.30 p. m.
5	V	—

M. A. SHAIKH,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

पुढील अधिसूचना इत्यादी असाधारण राजपत्र म्हणून त्यांच्यासमोर दर्शविण्यात आलेल्या दिनांकाना प्रसिद्ध झालेल्या आहेत :—

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गुरुवार, डिसेंबर ५, २०१३/अग्रहायण १४, शके १९३५

### उद्योग, ऊर्जा व कामगार विभाग

मादाम कामा रोड, हुतात्मा राजगुरु चौक, मंत्रालय,  
मुंबई ४०० ०३२, दिनांक ५ डिसेंबर २०१३

### शुद्धिपत्र

**वाचा.**— अधिसूचना क्रमांक एमएसए. ०८/२०१३/प्र.क्र. २६४/कामगार-१०, दिनांक ७ ऑक्टोबर २०१३.

### महाराष्ट्र दुकाने व आस्थापना अधिनियम, १९४८.

क्रमांक एमएसए. ०८/२०१३/प्र.क्र. २६४/कामगार-१०.—महाराष्ट्र दुकाने व आस्थापना अधिनियम, १९४८ (१९४८ चा मुंबई एकोणऐंशी) (यात यापुढे ज्याचा “ उक्त अधिनियम ” असा उल्लेख करण्यात आलेला आहे) याच्या कलम ४ च्या परंतुकाद्वारे प्रदान करण्यात आलेल्या अधिकारांचा वापर करून, सम क्रमांकाची मराठी व इंग्रजी अधिसूचना दिनांक ७ ऑक्टोबर २०१३ रोजी निर्गमित करण्यात आलेली आहे.

उक्त अधिसूचनेतील “ शर्त क्रमांक २ ” मधील “ आस्थापना कोणत्याही दिवशी रात्री १०-३० वा. नंतर उघडी राहणार नाही ” या वाक्याऐवजी “ आस्थापना कोणत्याही दिवशी रात्री १-३० वा. नंतर उघडी राहणार नाही ” असे वाक्य दाखल करण्यात येईल.

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

**अ. म. बाविस्कर,**  
कार्यासन अधिकारी.

In pursuance of Clause (3) of Article 348 of the Constitution of India, the following translation in English of the Government Notification, Industries, Energy and Labour Department, No. MSA. 08/2013/CR-264/LAB-10, dated the 5th December 2013 is hereby published under the authority of the Governor.

By order and in the name of the Governor of Maharashtra,

BALASAHEB KOLASE,  
Joint Secretary to Government.

**INDUSTRIES, ENERGY AND LABOUR DEPARTMENT**

Madam Cama Road, Hutatma Rajguru Chowk, Mantralaya,  
Mumbai 400 032, dated the 5th December 2013.

***CORRIGENDUM***

*Read.*—Notification No. MSA. 08/2013/CR-264/LAB-10, dated 7th October 2013.

MAHARASHTRA SHOPS AND ESTABLISHMENT ACT, 1948.

No. MSA. 08/2013/CR-264/LAB-10.—In exercise of the powers conferred by the proviso to Section 4 of Maharashtra Shops and Establishment Act, 1948 (Bom. LXXIX of 1948) (hereinafter referred to as the said Act), the Government of Maharashtra have been published the Notification in Marathi and English of even number, dated 7th October 2013.

In the said Notification, in place of the sentence “the establishment shall not remain open after 10-30 p.m. on any day” in condition No. 2, the sentence “the establishment shall not remain open after 1-30 a.m. on any day ” shall be inserted.

By order and in the name of the Governor of Maharashtra,

A. M. BAWISKAR,  
Section Officer.

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गुरुवार, डिसेंबर ५, २०१३/अग्रहायण १४, शके १९३५

**उद्योग, ऊर्जा व कामगार विभाग**

मादाम कामा रोड, हुतात्मा राजगुरू चौक, मंत्रालय,  
मुंबई ४०० ०३२, दिनांक ५ डिसेंबर २०१३

**अधिसूचना****महाराष्ट्र दुकाने व आस्थापना अधिनियम, १९४८.**

क्रमांक बीएसई. ०८/२०१२/प्र.क्र. २०७/कामगार-१०.—महाराष्ट्र दुकाने व आस्थापना अधिनियम, १९४८ (१९४८ चा मुंबई एकोणऐंशी ) (यात यापुढे ज्याचा “ उक्त अधिनियम ” असा उल्लेख करण्यात आलेला आहे) याच्या कलम ४ च्या परंतुकाद्वारे प्रदान करण्यात आलेल्या अधिकारांचा वापर करून, महाराष्ट्र शासन याद्वारे, उक्त अधिनियमाच्या अनुसूची दोनमध्ये खालीलप्रमाणे सुधारणा करित आहे :—

उक्त अधिनियमाच्या अनुसूची दोनमधील क्रमांक “ ६३३ ” नंतर खालील नोंदीचा समावेश करण्यात येईल :—

“ ६३४ मे. सिटी बँक, सिटी फोन, ७वा मजला, ब्लॉक बी-७, निर्लान नॉलेज पार्क, वेस्टर्न एक्सप्रेस हायवे, गोरेगाव (पूर्व), मुंबई ४०० ०६३.

उक्त अधिनियमाच्या कलम १३, १४, १५, १८ व कलम ३३(३) मधून खालील शर्तीच्या अधीन राहून :—

- (१) सदर सूट ही शासन राजपत्रात अधिसूचना प्रसिद्ध झाल्याच्या दिनांकापासून तीन वर्षांच्या कालावधीकरिता लागू राहील.
- (२) प्रत्येक कर्मचार्यास त्याच्या वेतनातून कुठल्याही प्रकारची कपात न करता आठवड्यातून एक दिवस आळीपाळीने भरपगारी सुट्टी देण्यात यावी व सुट्टीसंबंधीचे प्रत्येक महिन्याचे वेळापत्रक सूचनाफलकावर आगाऊ लावण्यात यावे.
- (३) कर्मचार्यास दररोज ९ तास किंवा आठवड्यामध्ये ४८ तासांपेक्षा जास्त काम करणे आवश्यक असणार नाही व दररोजच्या कामाची व्याप्ती ११ तासांपेक्षा जास्त असणार नाही.
- (४) प्रत्येक कर्मचार्यास सलग पाच तास काम केल्यावर एक तासाची विश्रांती देण्यात यावी.
- (५) कोणत्याही कर्मचार्यास त्याच्या अतिकालिक कामाबद्दल कलम ६३ मध्ये विहित केलेल्या दराने अधिक वेतन देण्यात यावे.

- (६) महिला कर्मचाऱ्यांसाठी स्वतंत्र लॉकर व विश्रांतीगृह यांची व्यवस्था करण्यात यावी.
- (७) कर्मचाऱ्यांना राष्ट्रीय व सणाच्या सुट्ट्या वेतनासह देण्यात याव्यात.
- (८) महिला कर्मचाऱ्यांना त्यांच्या निवासस्थानापासून आस्थापनेपर्यंत व आस्थापनेपासून निवासस्थानापर्यंत सुरक्षेसह मोफत वाहतुकीची सुविधा देण्यात यावी.
- (९) आस्थापनेत महिला लैंगिक छळवाद प्रतिबंध करण्यासाठी तक्रार निवारण समिती स्थापन करण्यात यावी.
- (१०) प्रत्येक कर्मचाऱ्यास आस्थापनेकडून कलम २५ नुसार ओळखपत्र देण्यात यावे.
- (११) कलम १८ मधून सूट देण्यात येत असल्याने वाढीव कामासाठी नवीन कर्मचारी नियुक्त केले जावेत.
- (१२) आठवड्याच्या व इतर सुट्टीच्या दिवशी संमतीपत्र दिलेल्या कर्मचाऱ्यांना कामावर ठेवण्यात यावे.
- (१३) सदरहू सूट ही संमतीपत्र सादर केलेल्या कामगारांपर्यंतच मर्यादित राहील.
- (१४) सदर सूट ही मुंबई दुकाने व आस्थापना अधिनियम, १९४८ पुरतीच मर्यादित आहे.
- (१५) वरील अटी व शर्तीव्यतिरिक्त अधिनियमातील इतर तरतुदी आस्थापनेस यथास्थिती लागू राहतील.
- (१६) वरीलपैकी कोणत्याही अटीचा व शर्तीचा भंग झाल्यास सूट आपोआप रद्द होईल. ”

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

अ. म. बाविस्कर,  
कार्यासन अधिकारी.

In pursuance of Clause (3) of Article 348 of the Constitution of India, the following translation in English of the Government Notification, Industries, Energy and Labour Department, No. BSE. 08/2012/C.R. 207/LAB-10, dated the 5th December 2013 is hereby published under the authority of the Governor.

By order and in the name of the Governor of Maharashtra,

BALASAHEB KOLASE,  
Joint Secretary to Government.

**INDUSTRIES, ENERGY AND LABOUR DEPARTMENT**

Madam Cama Road, Hutatma Rajguru Chowk, Mantralaya,  
Mumbai 400 032, dated the 5th December 2013

**NOTIFICATION**

MAHARASHTRA SHOPS AND ESTABLISHMENT ACT, 1948.

No. BSE. 08/2012/C.R. 207/Lab-10.— In exercise of the powers conferred by the proviso to section 4 of the Maharashtra Shops and Establishment Act, 1948 (Bom. LXXIX of 1948) hereinafter referred to as the said Act the Government of Maharashtra hereby amends Schedule II of the said Act as follows, namely :—

In Schedule II of the said Act, after entry “ 633 ” the following Entry shall be added, namely :—

“ 634      M/s. City Bank, City Phone,  
7th Floor, Block B-7,  
Nirlon Knowledge Park,  
Western Express Highway,  
Goregaon (E.),  
Mumbai 400 063.

Sections 13, 14, 15, 18 and 33(3) subject to the following conditions :—

- (1) This exemption shall remain in operation for the period of three years from the date of notification published in the *Government Gazette*.
- (2) Every employee shall be given one day holiday in a week without making any deductions from his/her wages on account thereof and list of the time table of such holidays for a month shall be placed on the notice board in advance.
- (3) No employee shall be required to work for more than 9 hours in a day or 48 hours in a week. The spread over of an employee shall not exceed 11 hours in a day.
- (4) Every employee shall be given a rest period of one hour after 5 hours of continuous work.
- (5) The employees shall be entitled to overtime wages in accordance with section 63 of the said Act.
- (6) Female employees shall be provided separate lockers and rest rooms at the work place.
- (7) Employees shall be given national and festival holidays with wages.

- (8) The female employees shall be provided escorted transport facility from resident to establishment and from establishment to resident.
- (9) Complaint redressal committee against sexual harassment of women should be established.
- (10) Every employee shall be provided Identity Card, according to the section 25.
- (11) As the exemption is given from section 18, new employee shall be recruited for extended work.
- (12) The employees, who have given their consent be only placed on the day of weekly holiday or other holiday.
- (13) This exemption is limited to the employees who have given their consent.
- (14) This exemption is related only to Bombay Shops and Establishment Act, 1948.
- (15) In spite of these terms and conditions, all the provisions of this Act shall be applicable to the establishment duly.
- (16) In case of violation of any of the above terms and conditions, the exemption shall stand cancelled automatically.”

By order and in the name of the Governor of Maharashtra,

A. M. BAWISKAR,  
Section Officer.

१५४

गुरुवार, डिसेंबर ५, २०१३/अग्रहायण १४, शके १९३५

**उद्योग, ऊर्जा व कामगार विभाग**मादाम कामा रोड, हुतात्मा राजगुरू चौक, मंत्रालय,  
मुंबई ४०० ०३२, दिनांक ५ डिसेंबर २०१३.**अधिसूचना****किमान वेतन अधिनियम, १९४८.**

क्रमांक किवेअ. १०१३/४२९/प्र.क्र. २०४/कामगार-७.—ज्याअर्थी, महाराष्ट्र राज्यातील “ ज्यामध्ये लाकडी फर्निचर बनविण्याचे काम किंवा अन्य तत्सम काम किंवा अशा प्रक्रियेशी अनुषंगिक असे कोणतेही काम चालते त्या कोणत्याही उद्योगातील कामधंदा ” या रोजगारात असलेल्या (यात यापुढे ज्याचा उक्त अनुसूचित रोजगार असा उल्लेख करण्यात आलेला आहे) कामगारांना देय असलेले किमान वेतन दर शासन अधिसूचना, उद्योग, ऊर्जा व कामगार विभाग, क्रमांक किवेअ. ३२००३/प्र.क्र. १६७/कामगार-७, दिनांक १४ मे २००७ अन्वये पुनर्निर्धारित केले आहेत.

आणि ज्याअर्थी, महाराष्ट्र शासनाने पुनर्विलोकन करून उक्त अनुसूचित रोजगारातील कामगारांना देय असलेले किमान वेतन दर पुनर्निर्धारित करण्याचे ठरविले आहे.

त्याअर्थी, आता, किमान वेतन अधिनियम, १९४८ (१९४८ चा ११) हा महाराष्ट्र राज्यास लागू करताना त्याच्या कलम ३ च्या पोट-कलम (१) चा खंड (ख) आणि कलम ५ च्या पोट-कलम (२) याद्वारे प्रदान करण्यात आलेल्या अधिकारांचा वापर करून महाराष्ट्र शासन, शासकीय अधिसूचना, उद्योग, ऊर्जा व कामगार विभाग, क्रमांक किवेअ. २०१२/५/प्र.क्र. ८/कामगार-७, दिनांक २५ एप्रिल २०१२ मध्ये प्रसिद्ध झालेल्या प्रस्तावाच्या संबंधात मिळालेली सर्व अभिवेदने विचारात घेतल्यानंतर आणि सल्लागार मंडळाचा सल्ला विचारात घेतल्यानंतर महाराष्ट्र शासन याद्वारे दिनांक ५ डिसेंबर २०१३ पासून उक्त अनुसूचित रोजगारात नोकरीत असलेल्या खालील अनुसूचीच्या स्तंभ २ मध्ये नमूद केलेल्या कामगारांच्या वर्गाला त्या अनुसूचीच्या स्तंभ ३ मध्ये नमूद केल्याप्रमाणे वेतनाचे किमान वेतन दर पुनर्निर्धारित करित आहे :-

**अनुसूची**

अनुक्रमांक	कामगारांची वर्गवारी	किमान वेतन (मूळ दर) (दरमहा रुपये)		
		परिमंडळ-१	परिमंडळ-२	परिमंडळ-३
(१)	(२)	(३)		
१	कुशल	..	७,६००	७,४००
२	अर्धकुशल	..	६,९००	६,७००
३	अकुशल	..	६,४००	६,२००

**स्पष्टीकरण.**—या अधिसूचनेच्या प्रयोजनार्थ,—

(ए) **परिमंडळ एक.**—महाराष्ट्र राज्यातील सर्व महानगरपालिकांचे क्षेत्र, छावणी क्षेत्र तसेच महानगरपालिका क्षेत्रांपासून २० किलोमीटर पर्यंतचे औद्योगिक क्षेत्र ;

(बी) **परिमंडळ दोन.**—महाराष्ट्र राज्यातील अ व ब वर्ग नगरपरिषद क्षेत्र ;

(सी) **परिमंडळ तीन.**—परिमंडळ १ व २ समोर दर्शविलेले क्षेत्र वगळून उर्वरित सर्व क्षेत्र ;

(डी) रोजंदारीवर काम करणाऱ्या कामगारांना देय असलेले मजुरीचे किमान दर तो कामगार ज्या वर्गाचा असेल त्या वर्गासाठी निश्चित करण्यात आलेल्या मासिक मजुरीच्या दरांना २६ ने भागून येणारा भागाकार नजिकच्या पैशांपर्यंत पूर्णांकात करून काढण्यात येईल ;

(इ) अर्धवेळ काम करणाऱ्या कामगारांना देय असलेल्या प्रति तास किमान वेतनाचा दर तो कामगार ज्या वर्गवारीचा असेल, त्या वर्गवारीच्या रोजंदारी किमान वेतनास ८ तासाने भागून व त्यात १५% वाढ करून तसेच येणारी रक्कम नजिकच्या पैशांपर्यंत पूर्णांकात परिवर्तित करण्यात येऊन काढण्यात येईल ;

(एफ) किमान वेतन दरामध्ये साप्ताहिक सुट्टीच्या वेतनाचा समावेश असेल ;

(जी) किमान वेतन दरामध्ये मूळ दर, विशेष भत्ता आणि सवलती असल्यास त्याचे रोख मूल्य यासाठी अनुज्ञेय असलेल्या सर्व दरांचा समावेश असेल ;

(एच) एखादा कुशल कामगार म्हणजे जो स्वतःच्या निर्णय शक्तीनुसार आपले काम कार्यक्षमतेने व जबाबदारीने पार पाडू शकतो असा कामगार ;

(आय) अर्धकुशल कामगार म्हणजे सर्वसाधारणपणे नित्याच्या स्वरूपाचे काम करतो की, ज्यामध्ये निर्णय घेण्याची फारशी गरज नसते. परंतु तुलनेने त्याला दिलेले छोटेसे काम की, ज्यामध्ये महत्वाचे निर्णय इतरांकडून घेतले जातात असे काम योग्य रितीने पार पाडण्याची आवश्यकता असते. मर्यादित व्याप्तीचे नित्याचे काम पार पाडणे हेच त्याचे कर्तव्य असते ;

(जे) अकुशल कामगार म्हणजे ज्यास लहानसा किंवा स्वतंत्र निर्णय घेणे आणि पूर्वानुभव असणे आवश्यक नाही. परंतु तरीही व्यावसायिक परिस्थितीची माहिती असणे आवश्यक आहे, असे साध्या कर्तव्य पालनाचा अंतर्भाव असलेले काम करणारा कामगार. त्याच्या कामासाठी शारीरिक परिश्रमाशिवाय निरनिराळ्या वस्तूंची किंवा मालाची त्याला चांगली माहिती असणे आवश्यक असेल.

### परिशिष्ट

महाराष्ट्र राज्यातील १० केंद्रांचा सरासरी ग्राहक मूल्य निर्देशांक (नवीन मालिका २००१ = १००) हा उक्त अनुसूचित रोजगारात नोकरी करत असलेल्या कामगारांना लागू असलेला राहणीमान निर्देशांक असेल. महाराष्ट्र शासनाने नियुक्त केलेला सक्षम प्राधिकारी १ जानेवारी व १ जुलै रोजी सुरू होणाऱ्या प्रत्येक सहामाहीच्या समाप्तीनंतर, त्या सहा महिन्यांसाठी उक्त कर्मचाऱ्यांना लागू असलेल्या राहणीमान निर्देशांकाची सरासरी काढील आणि १९६ निर्देशांकावर अशा प्रत्येक अंकाच्या वाढीसाठी ज्या सहामाहीच्या संबंधात अशी सरासरी काढण्यात आलेली असेल, त्या सहा महिन्यांलगत पुढील सहामाहीसाठी उक्त कर्मचाऱ्यांना देय असलेला विशेष भत्ता (यात यानंतर ज्याचा राहणीमान भत्ता असा निर्देश करण्यात आला आहे.) सर्व परिमंडळांना दरमहा रुपये २८.०० दराने असेल.

२. सक्षम प्राधिकारी, **शासकीय राजपत्रातील** अधिसूचनेद्वारे, उपरोक्त प्रमाणे हिशेब करून काढलेला राहणीमान भत्ता, जानेवारी ते जून या कालावधीतील प्रत्येक महिन्यासाठी देय असेल तेव्हा जानेवारी महिन्याच्या शेवटच्या आठवड्यामध्ये आणि जुलै ते डिसेंबर या कालावधीमधील प्रत्येक महिन्यासाठी देय असेल तेव्हा जुलै महिन्याच्या शेवटच्या आठवड्यामध्ये जाहीर करील :

परंतु, सक्षम प्राधिकारी किमान वेतन निश्चित केल्याच्या दिनांकापासून देय असलेला राहणीमान भत्ता जून किंवा डिसेंबर अखेरपर्यंतच्या किंवा यथास्थिती, किमान वेतन दर निश्चित करण्यात आल्याच्या दिनांकानंतर लगेचच जाहीर करील.

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

**बाळासाहेब कोळसे,**  
शासनाचे सहसचिव.

In pursuance of clause (3) of Article 348 of the Constitution of India, the following translation in English of the Government Notification, No. MWA. 1013/429/CR-204/Lab-7, dated the 5th December 2013, published in the *Maharashtra Government Gazette*, Part I-L, Extra Ordinary is hereby published under the authority of the Governor.

By order and in the name of the Governor of Maharashtra,

BALASAHEB KOLASE,  
Joint Secretary to Government.

### INDUSTRIES, ENERGY AND LABOUR DEPARTMENT

Madam Cama Road, Hutatma Rajguru Chowk,  
Mantralaya, Mumbai 400 032, dated the 5th December 2013.

#### NOTIFICATION

MINIMUM WAGES ACT, 1948.

No. MWA. 1013/429/CR-204/Lab-7.—Whereas, by the Government Notification, Industries, Energy and Labour Department, No MWA. 32003/C.R. 167/Lab-7, dated the 14th May 2007, the Government of Maharashtra has revised the minimum rates of wages payable to the employees employed in the Scheduled Employment, *viz* “Employment in any Industry in which wooden furniture making or other similar work or any work incidental to such process is carried on” (hereinafter referred to as “the said scheduled employment”) in the State of Maharashtra ;

And whereas, the Government of Maharashtra, having reviewed the minimum rates of wages payable to the employees employed in the said scheduled employment, considers it necessary to revise them further ;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with sub-section (2) of section 5 of the Minimum Wages Act, 1948 (XI of 1948), in its application to the State of Maharashtra, the Government of Maharashtra, after considering all the representations received by it in respect of the proposal published in the Government Notification, Industries, Energy and Labour Department, No. MWA. 2012/5/CR-8/LAB-7, dated the 25th April 2012, and after consulting the Advisory Board, hereby revises, with effect from 5th December 2013, the minimum rates of wages payable to the employees employed in the said scheduled employment and refixes them, as set out in column (3) of the Schedule appended hereto, as the minimum rates of wages payable to the class of employees mentioned against them in column (2) of the said Schedule :—

#### *Schedule*

Sr. No.	Class of Employees	Minimum rates of wages (per month basic rates in rupees)		
		Zone-I	Zone-II	Zone-III
(1)	(2)	(3)		
1	Skilled	7,600	7,400	7,200
2	Semi-skilled	6,900	6,700	6,500
3	Un-skilled	6,400	6,200	6,000

*Explanation.*—For the purposes of this notification,—

(a) *Zone-I.*—It shall comprise of the areas falling within the limits of all the Municipal Corporations, Cantonment areas and Industrial areas within 20 Kilometers radius from all the Municipal Corporations limit ;

(b) *Zone-II.*—It shall comprise of the areas falling within the limits of all “ A ” and “ B ” Grade Municipal Councils ;

(c) *Zone-III.*—It shall comprise of all other areas in the State which are not included in Zone-I and Zone-II ;

(d) the minimum rates of daily wages payable to an employee employed on daily wages shall be computed by dividing the minimum rates of monthly wages fixed for the class of employees to which he belongs by twenty six, the quotient being stepped upto the nearest *paisa* ;

(e) the minimum rates of hourly wages payable to part-time employee shall be computed by dividing the daily rates of minimum wages applicable to the concerned class of employees by eight hours with 15% rise in it and quotient being stepped upto the nearest *paisa* ;

(f) the minimum rates of wages shall be inclusive of payment of remuneration in respect of weekly day of rest ;

(g) the minimum rates of wages shall consist of basic rates, the cost of living allowance, the cash value of concessions, if any ;

(h) a skilled employee is one who is capable of working efficiently, of exercising considerable independent judgement and discharging his duties responsibly ;

(i) a semi-skilled employee is one, who does work generally of a well defined routine nature, wherein the major requirement is not so much of the judgement, skills and dexterity, but of proper discharge of duties assigned to him for a relatively narrow job and important decisions are made by others. His work is thus limited to the performance of routine operation of limited scope ;

(j) an un-skilled employee is one who does operations that involve the performance of simple duties which require exercise of little or no independent judgement or previous experience, although a familiarity with the occupational environment is necessary. His work may thus require, in addition to physical exertion, familiarity with a variety of articles or goods.

## APPENDIX

The average consumer Price Index Number in respect of ten centres in the State of Maharashtra for working class (New Series 2001 = 100) shall be the Cost of Living Index Number applicable to the employees employed in the said scheduled employment. The Competent Authority appointed by the Government shall, after the expiry of every six months commencing on the first day of January and the first day of July, calculate the average of the Cost of Living Index Number applicable to the said employees for these six months and ascertain the rise of such average over 196 points. For such rise of every point, special allowance (hereinafter referred to as “ the Cost of Living Allowance ”) payable to the employees in the said scheduled employment for each of the six months immediately following six months in respect of which such average has been calculated at the rate of Rs. 28.00 per month in respect of all the zones.

2. The Cost of Living Allowance computed as aforesaid shall be declared by the Competent Authority by notification in the *Official Gazette* in the last week of July when such allowance is payable for each of the months from July to December and in the last week of January when such allowance is payable for each of the months from January to June :

Provided that, the Competent Authority shall declare the Cost of Living Allowance payable in respect of the period from the date of fixation of the rate of minimum wages to the end of December or June, as the case may be, immediately after the said date with effect from which the minimum rates of wages are fixed.

By order and in the name of the Governor of Maharashtra,

BALASAHEB KOLASE,  
Joint Secretary to Government.

१५५

गुरुवार, डिसेंबर ५, २०१३/अग्रहायण १४, शके १९३५

### उद्योग, ऊर्जा व कामगार विभाग

मादाम कामा मार्ग, हुतात्मा राजगुरु चौक, मंत्रालय,  
मुंबई ४०० ०३२, दिनांक ५ डिसेंबर २०१३.

### अधिसूचना

#### किमान वेतन अधिनियम, १९४८.

क्रमांक किवेअ. १०१३/४६५/प्र.क्र. २०९/कामगार-७.—किमान वेतन अधिनियम, १९४८ (१९४८ चा ११) (यात यापुढे ज्याचा “ उक्त अनुसूचित रोजगार ” असा उल्लेख करण्यात आलेला आहे) हा महाराष्ट्र राज्यास लागू करण्यात आल्यानंतर त्याच्या कलम ३ च्या पोट-कलम (१) चा खंड (ख) अन्वये महाराष्ट्र राज्यातील “ कातडी कमविण्याचा व चामड्याच्या वस्तू तयार करण्याच्या कारखान्यातील कामधंदा ” या रोजगारात कामावर असलेल्या कामगारांना देय असलेले किमान वेतन दर निर्धारित करण्याबाबतचा प्रस्ताव अंतर्भूत असलेली जी अधिसूचना काढण्याचे प्रस्तावित केलेले आहे, त्या अधिसूचनेचा पुढील मसुदा उक्त अधिनियमाच्या कलम ५, पोट-कलम (१), खंड (ख) द्वारे आवश्यक असल्याप्रमाणे त्यामुळे परिणाम होण्याचा संभव असलेल्या सर्व व्यक्तींच्या माहितीसाठी प्रसिद्ध करण्यात येत आहे, आणि त्याद्वारे अशी सूचना देण्यात येत आहे की, महाराष्ट्र शासनाच्या राजपत्रात सदरहू अधिसूचना प्रसिद्ध झाल्याच्या दिनांकापासून दोन महिन्यांनंतर महाराष्ट्र शासन उक्त मसुदा विचारात घेईल.

उक्त मसुद्याच्या संबंधात उपरोक्त कालावधी संपण्यापूर्वी कोणत्याही व्यक्तीकडून जे कोणतेही अभिवेदन कामगार आयुक्त, कामगार भवन, ई-ब्लॉक, सी-२०, बांद्रा-कुर्ला संकुल, बांद्रा (पूर्व), मुंबई ४०० ०५१ यांचेकडून येईल ते शासनाकडून विचारात घेण्यात येईल.

### अधिसूचनेचा मसुदा

क्रमांक किवेअ.१०१३/४६५/प्र.क्र. २०९/कामगार-७.—ज्याअर्थी, महाराष्ट्र राज्यातील “ कातडी कमविण्याचा व चामड्याच्या वस्तू तयार करण्याच्या कारखान्यातील कामधंदा ” या रोजगारात असलेल्या (यात यापुढे ज्याचा “ उक्त अनुसूचित रोजगार ” असा उल्लेख करण्यात आलेला आहे) कामगारांना देय असलेले किमान वेतन दर शासन अधिसूचना, उद्योग, ऊर्जा व कामगार विभाग, क्रमांक किवेअ. ४२००३/प्र.क्र. १७४/कामगार-७, दिनांक १४ मे २००७ अन्वये पुनर्निर्धारित केले आहेत ;

आणि ज्याअर्थी, महाराष्ट्र शासनाने पुनर्विलोकन करून उक्त अनुसूचित रोजगारातील कामगारांना देय असलेले किमान वेतन दर पुनर्निर्धारित करण्याचे ठरविले आहे.

त्याअर्थी, आता, किमान वेतन अधिनियम, १९४८ (१९४८ चा ११) हा महाराष्ट्र राज्यास लागू करताना त्याच्या कलम ३ च्या पोट-कलम (१) चा खंड (ख) आणि कलम ५ च्या पोट-कलम (२) याद्वारे प्रदान करण्यात आलेल्या अधिकारांचा वापर करून महाराष्ट्र शासन, शासकीय अधिसूचना, उद्योग, ऊर्जा व कामगार विभाग, क्रमांक किवेअ. १०१३/४६५/प्र.क्र. २०९/कामगार-७, दिनांक ५ डिसेंबर २०१३ मध्ये प्रसिद्ध झालेल्या प्रस्तावाच्या संबंधात मिळालेली सर्व अभिवेदने विचारात घेतल्यानंतर आणि सल्लागार मंडळाचा सल्ला विचारात घेतल्यानंतर महाराष्ट्र शासन याद्वारे दिनांक ..... पासून उक्त अनुसूचित रोजगारात नोकरीत असलेल्या खालील अनुसूचीच्या स्तंभ (२) मध्ये नमूद केलेल्या कामगारांच्या वर्गाला त्या अनुसूचीच्या स्तंभ (३) मध्ये नमूद केल्याप्रमाणे वेतनाचे किमान वेतन दर पुनर्निर्धारित करीत आहे :-

### अनुसूची

अनुक्रमांक		कामगारांची वर्गवारी		किमान मूळ वेतन दर (दरमहा रुपये)		
				परिमंडळ-१	परिमंडळ-२	परिमंडळ-३
(१)		(२)			(३)	
१	कुशल	..	..	७,७००	७,३००	६,८००
२	अर्धकुशल	..	..	७,५००	७,०००	६,६००
३	अकुशल	..	..	७,३००	६,८००	६,४००

**स्पष्टीकरण.**—या अधिसूचनेच्या प्रयोजनार्थ,—

(ए) **परिमंडळ एक.**—महाराष्ट्र राज्यातील सर्व महानगरपालिकांच्या हद्दीमधील सर्व क्षेत्रांचे मिळून होईल ;

(बी) **परिमंडळ दोन.**—महाराष्ट्र राज्यातील “अ” व “ब” वर्ग नगरपरिषद क्षेत्र, छावणी क्षेत्र ;

(सी) **परिमंडळ तीन.**—परिमंडळ १ व २ समोर दर्शविलेले क्षेत्र वगळून उर्वरित सर्व क्षेत्र ;

(डी) रोजंदारीवर काम करणाऱ्या कामगारांना देय असलेले मजुरीचे किमान दर तो कामगार ज्या वर्गाचा असेल त्या वर्गासाठी निश्चित करण्यात आलेल्या मासिक मजुरीच्या दरांना २६ ने भागून येणारा भागाकार नजिकच्या पैशांपर्यंत पूर्णांकात करून काढण्यात येईल ;

(इ) अर्धवेळ काम करणाऱ्या कामगारांना देय असलेल्या प्रतितास किमान वेतनाचा दर तो कामगार ज्या वर्गवारीचा असेल, त्या वर्गवारीच्या रोजंदारी किमान वेतनास ८ तासाने भागून व त्यात १५% वाढ करून तसेच येणारी रक्कम नजिकच्या पैशांपर्यंत पूर्णांकात परिवर्तित करण्यात येऊन काढण्यात येईल ;

(एफ) किमान वेतन दरामध्ये साप्ताहिक सुट्टीच्या वेतनाचा समावेश असेल ;

(जी) किमान वेतन दरामध्ये मूळ दर, विशेष भत्ता आणि सवलती असल्यास त्याचे रोख मूल्य यासाठी अनुज्ञेय असलेल्या सर्व दरांचा समावेश असेल ;

(एच) एखादा कुशल कामगार म्हणजे जो स्वतःच्या निर्णय शक्तीनुसार आपले काम कार्यक्षमतेने व जबाबदारीने पार पाडू शकतो असा कामगार ;

(आय) अर्धकुशल कामगार म्हणजे सर्वसाधारणपणे नित्याच्या स्वरूपाचे काम करतो की, ज्यामध्ये निर्णय घेण्याची फारशी गरज नसते. परंतु तुलनेने त्याला दिलेले छोटेसे काम की, ज्यामध्ये महत्वाचे निर्णय इतरांकडून घेतले जातात असे काम योग्य रितीने पार पाडण्याची आवश्यकता असते. मर्यादित व्याप्तीचे नित्याचे काम पार पाडणे हेच त्याचे कर्तव्य असते ;

(जे) अकुशल कामगार म्हणजे ज्यास लहानसा किंवा स्वतंत्र निर्णय घेणे आणि पूर्वानुभव असणे आवश्यक नाही. परंतु तरीही व्यावसायिक परिस्थितीची माहिती असणे आवश्यक आहे असे साध्या कर्तव्यपालनाचा अंतर्भाव असलेले काम करणारा कामगार. त्याच्या कामासाठी शारीरिक परिश्रमाशिवाय निरनिराळ्या वस्तूंची किंवा मालाची त्याला चांगली माहिती असणे आवश्यक असेल.

### परिशिष्ट

महाराष्ट्र राज्यातील १० केंद्रांचा सरासरी ग्राहक मूल्य निर्देशांक (नवीन मालिका २००१ = १००) हा उक्त अनुसूचित रोजगारात नोकरी करत असलेल्या कामगारांना लागू असलेला राहणीमान निर्देशांक असेल. महाराष्ट्र शासनाने नियुक्त केलेला सक्षम प्राधिकारी १ जानेवारी व १ जुलै रोजी सुरू होणाऱ्या प्रत्येक सहामाहीच्या समाप्तीनंतर, त्या सहा महिन्यांसाठी उक्त कर्मचाऱ्यांना लागू असलेल्या राहणीमान निर्देशांकाची सरासरी काढील आणि २४० निर्देशांकावर अशा प्रत्येक अंकाच्या वाढीसाठी ज्या सहामाहीच्या संबंधात अशी सरासरी काढण्यात आलेली असेल, त्या सहा महिन्यांलगत पुढील सहामाहीसाठी उक्त कर्मचाऱ्यांना देय असलेला विशेष भत्ता (यात यानंतर ज्याचा “ राहणीमान भत्ता ” असा निर्देश करण्यात आला आहे) सर्व संबंधित परिमंडळांना दरमहा रुपये २४.०० दराने असेल.

२. सक्षम प्राधिकारी, **शासकीय राजपत्रातील** अधिसूचनेद्वारे, उपरोक्तप्रमाणे हिशेब करून काढलेला राहणीमान भत्ता, जानेवारी ते जून या कालावधीतील प्रत्येक महिन्यासाठी देय असेल तेव्हा जानेवारी महिन्याच्या शेवटच्या आठवड्यामध्ये आणि जुलै ते डिसेंबर या कालावधीमधील प्रत्येक महिन्यासाठी देय असेल तेव्हा जुलै महिन्याच्या शेवटच्या आठवड्यामध्ये जाहीर करील :

परंतु, सक्षम प्राधिकारी किमान वेतन निश्चित केल्याच्या दिनांकापासून देय असलेला राहणीमान भत्ता जून किंवा डिसेंबर अखेरपर्यंतच्या किंवा यथास्थिती, किमान वेतन दर निश्चित करण्यात आल्याच्या दिनांकानंतर लगेचच जाहीर करील.

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

**बाळासाहेब कोळसे,**  
शासनाचे सहसचिव.

In pursuance of clause (3) of Article 348 of the Constitution of India, the following translation in English of the Government Notification, No. MWA. 1013/465/CR-209/Lab-7, dated the 5th December 2013, published in the *Maharashtra Government Gazette*, Part I-L, *Extra-ordinary* is hereby published under the authority of the Governor.

By order and in the name of the Governor of Maharashtra,

BALASAHEB KOLASE,  
Joint Secretary to Government.

## INDUSTRIES, ENERGY AND LABOUR DEPARTMENT

Madam Cama Marg, Hutatma Rajguru Chowk,  
Mantralaya, Mumbai 400 032, dated the 5th December 2013.

### NOTIFICATION

MINIMUM WAGES ACT, 1948.

No. MWA. 1013/465/CR-209/Lab-7.—The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (11 of 1948), in its application to the State of Maharashtra, the Government of Maharashtra, containing proposal for revision of the minimum rates of wages payable to the employees employed in the Scheduled Employment, *viz.* “Employment in tanneries and leather manufactory” is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby; and notice is hereby given that the said draft will be taken into consideration by the Government of Maharashtra, after the expiry of two months from the date of publication of this notification in the *Maharashtra Government Gazette*.

Any representation, which may be received by the Commissioner of Labour, ‘Kamgar Bhavan’, C-20, ‘E’ Block, Bandra-Kurla Complex, Bandra (E.), Mumbai 400 051, from any person, in respect of the said draft before the expiry of the aforesaid period, will be taken into consideration by the Government.

### DRAFT NOTIFICATION

No. MWA. 1013/465/CR-209/Lab-7.—Whereas, by the Government Notification, Industries, Energy and Labour Department, No. MWA. 42003/CR-174/Lab-7, dated the 14th May 2007, the Government of Maharashtra has revised the minimum rates of wages payable to the employees employed in the Scheduled Employment, *viz.* “Employment in tanneries and leather manufactory” (hereinafter referred to as “the said scheduled employment”) in the State of Maharashtra ;

And whereas, the Government of Maharashtra, having reviewed the minimum rates of wages payable to the employees employed in the said scheduled employment, considers it necessary to revise them further ;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with sub-section (2) of section 5 of the Minimum Wages Act, 1948 (XI of 1948), in its application to the State of Maharashtra, the Government of Maharashtra, after considering all the representations received by it in respect of the proposal published in the Government Notification, Industries, Energy and Labour Department, No. MWA. 1013/465/CR-209/Lab-7, dated the 5th December 2013, and after consulting the Advisory Board, hereby revises, with effect from ....., the minimum rates of wages payable to the employees employed in the said scheduled employment and refixes them, as set out in column (3) of the Schedule appended

hereto, as the minimum rates of wages payable to the class of employees mentioned against them in column (2) of the said Schedule.

*Schedule*

Sr. No.	Class of Employees	Minimum rates of wages (per month Basic rates in rupees)				
		Zone-I	Zone-II	Zone-III		
(1)	(2)	(3)				
1	Skilled	...	...	7,700	7,300	6,800
2	Semi-skilled	...	...	7,500	7,000	6,600
3	Un-skilled	...	...	7,300	6,800	6,400

*Explanation.*—For the purposes of this notification,—

(a) *Zone-I.*— shall comprise of the areas falling within the limits of all Municipal Corporations ;

(b) *Zone-II.*— shall comprise of the areas falling within the limits of all “ A ” and “ B ” Grade Municipal Councils and Cantonments areas ;

(c) *Zone-III.*— shall comprise of all other areas in the State which are not included in *Zone I* and *Zone II* ;

(d) the minimum rates of daily wages payable to an employee employed on daily wages shall be computed by dividing the minimum rates of monthly wages fixed for the class of employees to which he belongs by twenty six, the quotient being stepped upto the nearest *paisa* ;

(e) the minimum rates of hourly wages payable to part-time employee shall be computed by dividing the daily rates of minimum wages applicable to the concerned class of employees by eight hours with 15% rise in it and quotient being stepped upto the nearest *paisa* ;

(f) the minimum rates of wages shall be inclusive of payment of remuneration in respect of weekly day of rest ;

(g) the minimum rates of wages shall consist of basic rates, the cost of living allowance, the cash value of concessions, if any ;

(h) a skilled employee is one who is capable of working efficiently, exercising considerable independent judgement and discharging his duties responsibly ;

(i) a semi-skilled employee is one, who does work generally of a well defined routine nature, wherein the major requirement is not so much of the judgement, skills and dexterity, but of proper discharge of duties assigned to him for a relatively narrow job and important decisions are made by others. His work is thus limited to the performance of routine operation of limited scope ;

(j) an un-skilled employee is one, who does operations that involve the performance of simple duties which require exercise of little or no independent judgement or previous experience, although a familiarity with the occupational environment is necessary. His work may thus require, in addition to physical exertion, familiarity with a variety of articles or goods.

APPENDIX

The average consumer Price Index Number in respect of ten centres in the State of Maharashtra for working class (New Series 2001 = 100) shall be the Cost of Living Index Number applicable to the employees employed in the said scheduled employment. The Competent

Authority appointed by the Government shall, after the expiry of every six months commencing on the first day of January and the first day of July, calculate the average of the Cost of Living Index Number applicable to the said employee for these six months and ascertain the rise of such average over 240 points. For such rise of every point, special allowance (hereinafter referred to as " the Cost of Living Allowance ") payable to the employees in the said scheduled employment for each of the six months immediately following six months in respect of which such average has been calculated at the rate of Rs. 24.00 per month in respect of all the zones.

2. The Cost of Living Allowance computed as aforesaid shall be declared by the Competent Authority by notification in the *Official Gazette* in the last week of July when such allowance is payable for each of the months from July to December and in the last week of January when such allowance is payable for each of the months from January to June :

Provided that, the Competent Authority shall declare the Cost of Living Allowance payable in respect of the period from the date of fixation of the rate of minimum wages to the end of December or June, as the case may be, immediately after the said date with effect from which the minimum rates of wages are fixed.

By order and in the name of the Governor of Maharashtra,

BALASAHEB KOLASE,  
Joint Secretary to Government.

१५६

गुरुवार, डिसेंबर ५, २०१३/अग्रहायण १४, शके १९३५

### उद्योग, ऊर्जा व कामगार विभाग

मादाम कामा रोड, हुतात्मा राजगुरु चौक, मंत्रालय,  
मुंबई ४०० ०३२, दिनांक ५ डिसेंबर २०१३.

#### अधिसूचना

#### किमान वेतन अधिनियम, १९४८.

क्रमांक किवेअ. १०१३/४३१/प्र.क्र. २०६/कामगार-७.—ज्याअर्थी, महाराष्ट्र राज्यातील “ कोणत्याही काच बल्ब बनविणाऱ्या उद्योगातील रोजगार ” या रोजगारात असलेल्या (यात यापुढे ज्याचा उक्त अनुसूचित रोजगार असा उल्लेख करण्यात आलेला आहे) कामगारांना देय असलेले किमान वेतन दर शासन अधिसूचना, उद्योग, ऊर्जा व कामगार विभाग, क्रमांक किवेअ. १२००३/प्र.क्र. १०५/कामगार-७, दिनांक १४ मे २००७ अन्वये पुनर्निर्धारित केले आहेत ;

आणि त्याअर्थी, महाराष्ट्र शासनाने पुनर्विलोकन करून उक्त अनुसूचित रोजगारातील कामगारांना देय असलेले किमान वेतन दर पुनर्निर्धारित करण्याचे ठरविले आहे.

त्याअर्थी, आता किमान वेतन अधिनियम, १९४८ (१९४८ चा ११) हा महाराष्ट्र राज्यास लागू करताना त्याच्या कलम ३ च्या पोट-कलम (१) च्या खंड (ख) आणि कलम ५ च्या पोट-कलम (२) याद्वारे प्रदान करण्यात आलेल्या अधिकारांचा वापर करून महाराष्ट्र शासन, शासकीय अधिसूचना, उद्योग, ऊर्जा व कामगार विभाग क्रमांक किवेअ. २०१२/४/प्र.क्र. ७/कामगार-७, दिनांक १४ मे २०१२ मध्ये प्रसिद्ध झालेल्या प्रस्तावाच्या संबंधात मिळालेली सर्व अभिवेदने विचारात घेतल्यानंतर आणि सल्लागार मंडळाचा सल्ला विचारात घेतल्यानंतर महाराष्ट्र शासन याद्वारे दिनांक ५ डिसेंबर २०१३ पासून उक्त अनुसूचित रोजगारात नोकरीत असलेल्या खालील अनुसूचीच्या स्तंभ २ मध्ये नमूद केलेल्या कामगारांच्या वर्गाला त्या अनुसूचीच्या स्तंभ ३ मध्ये नमूद केल्याप्रमाणे वेतनाचे किमान वेतन दर पुनर्निर्धारित करीत आहे :—

#### अनुसूची

अनुक्रमांक	कामगारांची वर्गवारी	किमान वेतन दर (मूळ दर) (दरमहा रुपये)		
		परिमंडळ-१	परिमंडळ-२	परिमंडळ-३
(१)	(२)		(३)	
१	कुशल	..	७,८००	७,२००
२	अर्धकुशल	..	७,१००	६,५००
३	अकुशल	..	६,६००	६,०००

**स्पष्टीकरण.**—या अधिसूचनेच्या प्रयोजनार्थ,—

(ए) **परिमंडळ एक.**—महाराष्ट्र राज्यातील सर्व महानगरपालिकांचे क्षेत्र, छावणी क्षेत्र तसेच महानगरपालिका क्षेत्रांपासून २० किलोमीटर पर्यंतचे औद्योगिक क्षेत्र ;

(बी) **परिमंडळ दोन.**—महाराष्ट्र राज्यातील अ व ब वर्ग नगरपरिषद क्षेत्र ;

(सी) **परिमंडळ तीन.**—परिमंडळ १ व २ समोर दर्शविलेले क्षेत्र वगळून उर्वरित सर्व क्षेत्र ;

(डी) रोजंदारीवर काम करणाऱ्या कामगारांना देय असलेले मजुरीचे किमान दर तो कामगार ज्या वर्गाचा असेल त्या वर्गासाठी निश्चित करण्यात आलेल्या मासिक मजुरीच्या दरांना २६ ने भागून येणारा भागाकार नजिकच्या पैशांपर्यंत पूर्णांकात करून काढण्यात येईल ;

(इ) अर्धवेळ काम करणाऱ्या कामगारांना देय असलेला प्रति तास किमान वेतनाचा दर तो कामगार ज्या वर्गवारीचा असेल. त्या वर्गवारीच्या रोजंदारी किमान वेतनास ८ तासाने भागून व त्यात १५% वाढ करून तसेच येणारी रक्कम नजिकच्या पैशांपर्यंत पूर्णांकात परिवर्तित करण्यात येऊन काढण्यात येईल ;

(एफ) किमान वेतन दरामध्ये साप्ताहिक सुट्टीच्या वेतनाचा समावेश असेल ;

(जी) किमान वेतन दरामध्ये मूळ दर, विशेष भत्ता आणि सवलती असल्यास त्याचे रोख मूल्य यासाठी अनुज्ञेय असलेल्या सर्व दरांचा समावेश असेल ;

(एच) एखादा कुशल कामगार म्हणजे जो स्वतःच्या निर्णय शक्तीनुसार आपले काम कार्यक्षमतेने व जबाबदारीने पार पाडू शकतो असा कामगार ;

(आय) अर्धकुशल कामगार म्हणजे सर्वसाधारणपणे नित्याच्या स्वरूपाचे काम करतो की, ज्यामध्ये निर्णय घेण्याची फारशी गरज नसते. परंतु तुलनेने त्याला दिलेले छोटेसे काम की, ज्यामध्ये महत्त्वाचे निर्णय इतरांकडून घेतले जातात असे काम योग्यरितीने पार पाडण्याची आवश्यकता असते. मर्यादित व्याप्तीचे नित्याचे काम पार पाडणे हेच त्याचे कर्तव्य असते ;

(जे) अकुशल कामगार म्हणजे ज्यास लहानसा किंवा स्वतंत्र निर्णय घेणे आणि पूर्वानुभव असणे आवश्यक नाही. परंतु तरीही व्यावसायिक परिस्थितीची माहिती असणे आवश्यक आहे, असे साध्या कर्तव्य पालनाचा अंतर्भाव असलेले काम करणारा कामगार. त्याच्या कामासाठी शारीरिक परिश्रमाशिवाय निरनिराळ्या वस्तूंची किंवा मालाची त्याला चांगली माहिती असणे आवश्यक असेल.

### परिशिष्ट

महाराष्ट्र राज्यातील १० केंद्रांचा सरासरी ग्राहक मूल्य निर्देशांक (नवीन मालिका २००१-१००) हा उक्त अनुसूचित रोजगारात नोकरी करत असलेल्या कामगारांना लागू असलेला राहणीमान निर्देशांक असेल. महाराष्ट्र शासनाने नियुक्त केलेला सक्षम प्राधिकारी १ जानेवारी व १ जुलै रोजी सुरू होणाऱ्या प्रत्येक सहामाहीच्या समाप्तीनंतर, त्या सहा महिन्यांसाठी उक्त कर्मचाऱ्यांना लागू असलेल्या राहणीमान निर्देशांकाची सरासरी काढील आणि १९६ निर्देशांकावर अशा प्रत्येक अंकाच्या वाढीसाठी ज्या सहामाहीच्या संबंधात अशी सरासरी काढण्यात आलेली असेल, त्या सहा महिन्यांलगत पुढील सहामाहीसाठी उक्त कर्मचाऱ्यांना देय असलेला विशेष भत्ता (यात यानंतर ज्याचा राहणीमान भत्ता असा निर्देश करण्यात आला आहे) सर्व परिमंडळांना दरमहा रुपये २८.०० दराने असेल.

२. सक्षम प्राधिकारी, **शासकीय राजपत्रातील** अधिसूचनेद्वारे, उपरोक्तप्रमाणे हिशेब करून काढलेला राहणीमान भत्ता, जानेवारी ते जून या कालावधीतील प्रत्येक महिन्यासाठी देय असेल तेव्हा जानेवारी महिन्याच्या शेवटच्या आठवड्यामध्ये आणि जुलै ते डिसेंबर या कालावधीतील प्रत्येक महिन्यासाठी देय असेल तेव्हा जुलै महिन्याच्या शेवटच्या आठवड्यामध्ये जाहीर करील :

परंतु, सक्षम प्राधिकारी किमान वेतन निश्चित केल्याच्या दिनांकापासून देय असलेला राहणीमान भत्ता जून किंवा डिसेंबर अखेरपर्यंतच्या किंवा यथास्थिती, किमान वेतन दर निश्चित करण्यात आल्याच्या दिनांकानंतर लगेचच जाहीर करील.

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

**बाळासाहेब कोळसे,**  
शासनाचे सह सचिव.

In pursuance of clause (3) of Article 348 of the Constitution of India, the following translation in English of the Government Notification, No. MWA. 1013/431/CR-206/Lab-7, dated the 5th December 2013, published in the *Maharashtra Government Gazette*, Part I-L, *Extra-ordinary* is hereby published under the authority of the Governor.

By order and in the name of the Governor of Maharashtra,

BALASAHEB KOLASE,  
Joint Secretary to Government.

**INDUSTRIES, ENERGY AND LABOUR DEPARTMENT**

Madam Cama Road, Hutatma Rajguru Chowk,  
Mantralaya, Mumbai 400 032, dated the 5th December 2013.

**NOTIFICATION**

MINIMUM WAGES ACT, 1948.

No. MWA. 1013/431/CR-206/Lab-7.—Whereas, by the Government Notification, Industries, Energy and Labour Department, No MWA. 12003/CR 105/Lab-7, dated the 14th May 2007, the Government of Maharashtra has revised the minimum rates of wages payable to the employees employed in any industry engaged in Scheduled Employment, *viz* “Employment in any Glass Bulb Manufactory” (hereinafter referred to as “the said scheduled employment”) in the State of Maharashtra ;

And whereas, the Government of Maharashtra, having reviewed the minimum rates of wages payable to the employees employed in the said scheduled employment, considers it necessary to revise them further ;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with sub-section (2) of section 5 of the Minimum Wages Act, 1948 (XI of 1948), in its application to the State of Maharashtra, the Government of Maharashtra, after considering all the representations received by it in respect of the proposal published in the Government Notification, Industries, Energy and Labour Department, No. MWA. 2012/4/CR-7/Lab-7, dated 14th May 2012, and after consulting the Advisory Board, hereby revises, with effect from 5th Decmeber 2013, the minimum rates of wages payable to the employees employed in the said scheduled employment and refixes them, as set out in column (3) of the Schedule appended hereto, as the minimum rates of wages payable to the class of employees mentioned against them in column (2) of the said Schedule :—

*Schedule*

Sr. No.	Class of Employees	Minimum rates of wages (per month basic rates in rupees)		
		Zone-I	Zone-II	Zone-III
(1)	(2)	(3)		
1	Skilled	7,800	7,600	7,200
2	Semi-skilled	7,100	6,900	6,500
3	Un-skilled	6,600	6,400	6,000

*Explanation.*—For the purposes of this notification,—

(a) *Zone-I.*—It shall comprise of the areas falling within the limits of all Municipal Corporations, Contonment areas and Industrial areas within 20 Kilometers radius from all Municipal Corporation limit ;

(b) *Zone-II*.—It shall comprise of the areas falling within the limits of all “ A ” and “ B ” class Municipal Councils ;

(c) *Zone-III*.—It shall comprise of all other areas in the State not included in Zone I and Zone II ;

(d) the minimum rates of daily wages payable to an employee employed on daily wages shall be computed by dividing the minimum rates of monthly wages fixed for the class of employees to which he belongs by twenty six, the quotient being stepped upto the nearest *paisa* ;

(e) the minimum rates of hourly wages payable to part-time employee shall be computed by dividing the daily rates of minimum wages applicable to the concerned class of employees by eight hours with 15% rise in it and quotient being stepped upto the nearest *paisa* ;

(f) the minimum rates of wages shall be inclusive of payment of remuneration in respect of weekly day of rest ;

(g) the minimum rates of wages shall consist of basic rates, the cost of living allowance, the cash value of concessions, if any ;

(h) a skilled employee is one who is capable of working efficiently, exercising considerable independent judgement and discharging his duties responsibly ;

(i) a semi-skilled employee is one, who does work generally of a well defined routine nature, wherein the major requirement is not so much of the judgement, skills and dexterity, but of proper discharge of duties assigned to him for a relatively narrow job and important decisions are made by others. His work is thus limited to the performance of routine operation of limited scope ;

(j) an un-skilled employee is one who does operations that involve the performance of simple duties which require exercise of little or no independent judgement or previous experience, although a familiarity with the occupational environment is necessary. His work may thus require, in addition to physical exertion, familiarity with a variety of articles or goods.

#### APPENDIX

The average Consumer Price Index Number in respect of ten centres in the State of Maharashtra for working class (New Series 2001 = 100) shall be the Cost of Living Index Number applicable to the employees employed in the said scheduled employment. The Competent Authority appointed by the Government shall, after the expiry of every six months commencing on the first day of January and the first day of July, calculate the average of the Cost of Living Index Number applicable to the said employees for these six months and ascertain the rise of such average over 196 points. For such rise of every point, special allowance (hereinafter referred to as “ the Cost of Living Allowance ”) payable to the employees in the said scheduled employment for each of the six months immediately following six months in respect of which such average shall be calculated at the rate of Rs. 28.00 per month in respect of all zones.

2. The Cost of Living Allowance computed as aforesaid shall be declared by the Competent Authority by notification in the *Official Gazette* in the last week of July when such allowance is payable for each of the month from July to December and in the last week of January when such allowance is payable for each of the month from January to June :

Provided that, the Competent Authority shall declare the Cost of Living Allowance payable in respect of the period from the date of fixation of the rate of minimum wages to the end of December or June, as the case may be, immediately after the said date with effect from which the minimum rates of wages are fixed.

By order and in the name of the Governor of Maharashtra,

BALASAHEB KOLASE,  
Joint Secretary to Government.

१५७

गुरुवार, डिसेंबर ५, २०१३/अग्रहायण १४, शके १९३५

### उद्योग, ऊर्जा व कामगार विभाग

मादाम कामा रोड, हुतात्मा राजगुरू चौक, मंत्रालय,  
मुंबई ४०० ०३२, दिनांक ५ डिसेंबर २०१३.

#### अधिसूचना

##### किमान वेतन अधिनियम, १९४८.

क्रमांक किवेअ. १०१३/४२८/प्र.क्र. २०३/कामगार-७.—ज्याअर्थी, महाराष्ट्र राज्यातील “ ज्यामध्ये छायाचित्राच्या किंवा चित्राच्या लाकडी चौकडी बनविण्याचे काम किंवा अन्य तत्सम काम किंवा अशा प्रक्रियेशी अनुषंगिक असे कोणतेही काम चालते त्या कोणत्याही उद्योगातील कामधंदा ” या रोजगारात असलेल्या (यात यापुढे ज्याचा “ उक्त अनुसूचित रोजगार ” असा उल्लेख करण्यात आलेला आहे.) कामगारांना देय असलेले किमान वेतन दर शासन अधिसूचना, उद्योग, ऊर्जा व कामगार विभाग, क्रमांक किवेअ. ४२००३/प्र.क्र. १७९/कामगार-७, दिनांक ९ फेब्रुवारी २००७ अन्वये पुनर्निर्धारित केले आहेत ;

आणि ज्याअर्थी, महाराष्ट्र शासनाने पुनर्विलोकन करून उक्त अनुसूचित रोजगारातील कामगारांना देय असलेले किमान वेतन दर पुनर्निर्धारित करण्याचे ठरविले आहे.

त्याअर्थी, आता किमान वेतन अधिनियम, १९४८ (१९४८ चा ११) हा महाराष्ट्र राज्यास लागू करताना त्याच्या कलम ३ च्या पोट-कलम (१) चा खंड (ख) आणि कलम ५ च्या पोट-कलम (२) याद्वारे प्रदान करण्यात आलेल्या अधिकारांचा वापर करून महाराष्ट्र शासन, शासकीय अधिसूचना, उद्योग, ऊर्जा व कामगार विभाग, क्रमांक किवेअ. २०१२/१४/प्र.क्र. १५/कामगार-७, दिनांक २८ मार्च २०१२ मध्ये प्रसिद्ध झालेल्या प्रस्तावाच्या संबंधात मिळालेली सर्व अभिवेदने विचारात घेतल्यानंतर आणि सल्लागार मंडळाचा सल्ला विचारात घेतल्यानंतर महाराष्ट्र शासन याद्वारे दिनांक ५ डिसेंबर २०१३ पासून उक्त अनुसूचित रोजगारात नोकरीत असलेल्या खालील अनुसूचीच्या स्तंभ (२) मध्ये नमूद केलेल्या कामगारांच्या वर्गाला त्या अनुसूचीच्या स्तंभ (३) मध्ये नमूद केल्याप्रमाणे वेतनाचे किमान वेतन दर पुनर्निर्धारित करीत आहे :—

#### अनुसूची

अनुक्रमांक	कामगारांची वर्गवारी	किमान मूळ वेतन दर (दरमहा रुपये)		
		परिमंडळ-१	परिमंडळ-२	परिमंडळ-३
(१)	(२)		(३)	
१	कुशल	.. ..	७,७००	७,२००
२	अर्धकुशल	.. ..	७,०००	६,५००
३	अकुशल	.. ..	६,५००	६,२००

**स्पष्टीकरण.**—या अधिसूचनेच्या प्रयोजनार्थ,—

(ए) **परिमंडळ एक.**—महाराष्ट्र शासनाच्या नगरविकास विभागाच्या शासन निर्णय, क्र. संकिर्ण.१००५/वर्गीकरण/प्र.क्र. ३७९/०५/नवि-२४, दिनांक ४ मे २००६ अन्वये घोषित केलेले महाराष्ट्र राज्यातील ‘अ’, ‘ब’, ‘क’ व ‘ड’ महानगरपालिकांचे क्षेत्र, छावणी क्षेत्र तसेच महाराष्ट्र औद्योगिक महामंडळाचे क्षेत्र किंवा महानगरपालिका क्षेत्रांपासून २० किलोमीटर पर्यंतचे औद्योगिक क्षेत्र ;

(बी) **परिमंडळ दोन.**—महाराष्ट्र राज्यातील ‘अ’ व ‘ब’ वर्ग नगरपरिषद क्षेत्र ;

(सी) **परिमंडळ तीन.**—परिमंडळ १ व २ समोर दर्शविलेले क्षेत्र वगळून उर्वरित सर्व क्षेत्र ;

(डी) रोजंदारीवर काम करणाऱ्या कामगारांना देय असलेले मजुरीचे किमान दर तो कामगार ज्या वर्गाचा असेल त्या वर्गासाठी निश्चित करण्यात आलेल्या मासिक मजुरीच्या दरांना २६ ने भागून येणारा भागाकार नजिकच्या पैशांपर्यंत पूर्णाकात करून काढण्यात येईल ;

(इ) अर्धवेळ काम करणाऱ्या कामगारांना देय असलेल्या प्रतितास किमान वेतनाचा दर तो कामगार ज्या वर्गवारीचा असेल, त्या वर्गवारीच्या रोजंदारी किमान वेतनास ८ तासाने भागून व त्यात १५% वाढ करून तसेच येणारी रक्कम नजिकच्या पैशांपर्यंत पूर्णाकात परिवर्तित करण्यात येऊन काढण्यात येईल ;

(एफ) किमान वेतन दरामध्ये साप्ताहिक सुट्टीच्या वेतनाचा समावेश असेल ;

(जी) किमान वेतन दरामध्ये मूळ दर, विशेष भत्ता आणि सवलती असल्यास त्याचे रोख मूल्य यासाठी अनुज्ञेय असलेल्या सर्व दरांचा समावेश असेल ;

(एच) एखादा कुशल कामगार म्हणजे जो स्वतःच्या निर्णय शक्तीनुसार आपले काम कार्यक्षमतेने व जबाबदारीने पार पाडू शकतो असा कामगार ;

(आय) अर्धकुशल कामगार म्हणजे सर्वसाधारणपणे नित्याच्या स्वरूपाचे काम करतो की, ज्यामध्ये निर्णय घेण्याची फारशी गरज नसते. परंतु तुलनेने त्याला दिलेले छोटेसे काम की, ज्यामध्ये महत्वाचे निर्णय इतरांकडून घेतले जातात असे काम योग्य रितीने पार पाडण्याची आवश्यकता असते. मर्यादित व्याप्तीचे नित्याचे काम पार पाडणे हेच त्याचे कर्तव्य असते ;

(जे) अकुशल कामगार म्हणजे ज्यास लहानसा किंवा स्वतंत्र निर्णय घेणे आणि पूर्वानुभव असणे आवश्यक नाही. परंतु तरीही व्यावसायिक परिस्थितीची माहिती असणे आवश्यक आहे, असे साध्या कर्तव्य पालनाचा अंतर्भाव असलेले काम करणारा कामगार त्याच्या कामासाठी शारीरिक परिश्रमाशिवाय निरनिराळ्या वस्तूंची किंवा मालाची त्याला चांगली माहिती असणे आवश्यक असेल.

### परिशिष्ट

महाराष्ट्र राज्यातील १० केंद्रांचा सरासरी ग्राहक मूल्य निर्देशांक (नवीन मालिका २००१-१००) हा उक्त अनुसूचित रोजगारात नोकरी करत असलेल्या कामगारांना लागू असलेल्या राहणीमान निर्देशांक असेल. महाराष्ट्र शासनाने नियुक्त केलेल्या सक्षम प्राधिकारी १ जानेवारी व १ जुलै रोजी सुरू होणाऱ्या प्रत्येक सहामाहीच्या समाप्तीनंतर त्या सहा महिन्यांसाठी उक्त कर्मचाऱ्यांना लागू असलेल्या राहणीमान निर्देशांकाची सरासरी काढील आणि १९६ निर्देशांकावर अशा प्रत्येक अंकाच्या वाढीसाठी ज्या सहामाहीच्या संबंधात अशी सरासरी काढण्यात आलेली असेल, त्या सहा महिन्यांलगत पुढील सहामाहीसाठी उक्त कर्मचाऱ्यांना देय असलेला विशेष भत्ता (यात यानंतर ज्याचा “ राहणीमान भत्ता ” असा निर्देश करण्यात आला आहे.) सर्व संबंधित परिमंडळांना दरमहा रुपये २८.०० दराने असेल.

२. सक्षम प्राधिकारी, **शासकीय राजपत्रातील** अधिसूचनेद्वारे, उपरोक्त प्रमाणे हिशेब करून काढलेला राहणीमान भत्ता, जानेवारी ते जून या कालावधीतील प्रत्येक महिन्यासाठी देय असेल तेव्हा जानेवारी महिन्याच्या शेवटच्या आठवड्यामध्ये आणि जुलै ते डिसेंबर या कालावधीमधील प्रत्येक महिन्यासाठी देय असेल तेव्हा जुलै महिन्याच्या शेवटच्या आठवड्यामध्ये जाहीर करील :

परंतु, सक्षम प्राधिकारी किमान वेतन निश्चित केल्याच्या दिनांकापासून देय असलेला राहणीमान भत्ता जून किंवा डिसेंबर अखेरपर्यंतच्या किंवा यथास्थिती, किमान वेतन दर निश्चित करण्यात आल्याच्या दिनांकानंतर लगेचच जाहीर करील.

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

**बाळासाहेब कोळसे,**  
शासनाचे सहसचिव.

In pursuance of clause (3) of Article 348 of the Constitution of India, the following translation in English of the Government Notification, No. MWA. 1013/428/CR-203/Lab-7, dated the 5th December 2013, published in the *Maharashtra Government Gazette*, Part I-L, Extra-ordinary is hereby published under the authority of the Governor.

By order and in the name of the Governor of Maharashtra,

BALASAHEB KOLASE,  
Joint Secretary to Government.

**INDUSTRIES, ENERGY AND LABOUR DEPARTMENT**

Madam Cama Road, Hutatma Rajguru Chowk,  
Mantralaya, Mumbai 400 032, dated the 5th December 2013.

**NOTIFICATION**

MINIMUM WAGES ACT, 1948.

No. MWA. 1013/428/CR-203/Lab-7.—Whereas, by the Government Notification, Industries, Energy and Labour Department, No MWA. 42003/CR 179/Lab-7, dated the 9th February 2007, the Government of Maharashtra has revised the minimum rates of wages payable to the employees employed in any industry engaged in Scheduled Employment, *viz* “Employment in any industry in which wooden photo or picture frames making and other similar work incidental to such process is carried on” (hereinafter referred to as “the said scheduled employment”) in the State of Maharashtra ;

And whereas the Government of Maharashtra, having reviewed the minimum rates of wages payable to the employees employed in the said scheduled employment, considers it necessary to revise them further ;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with sub-section (2) of section 5 of the Minimum Wages Act, 1948 (XI of 1948), in its application to the State of Maharashtra, the Government of Maharashtra, after considering all the representations received by it in respect of the proposal published in the Government Notification, Industries, Energy and Labour Department, No. MWA. 2012/14/CR-15/Lab-7, dated the 28th March 2012, and after consulting the Advisory Board, hereby revises, with effect from the 5th Decmeber 2013, the minimum rates of wages payable to the employees employed in the said scheduled employment and refixes them, as set out in column (3) of the Schedule appended hereto, as the minimum rates of wages payable to the class of employees mentioned against them in column (2) of the said Schedule :—

*Schedule*

Sr. No. (1)	Class of Employees (2)	Minimum rates of wages (per month basic rate in rupees)		
		Zone-I	Zone-II (3)	Zone-III
1	Skilled	7,700	7,400	7,200
2	Semi-skilled	7,000	6,700	6,500
3	Un-skilled	6,500	6,200	6,000

*Explanation.*—For the purposes of this notification,—

(a) *Zone-I.*—It shall comprise of the areas falling within the limits of all “A”, “B”, “C” and “D” class Municipal Corporations, as so declared by the Government of Maharashtra *vide* Government Resolution, Urban Development Department, No. Sankirna. 1005/vargikaran/C.R. 379/05/Navi-24, dated the 4th May 2006, cantonment areas and the area under the Maharashtra Industrial Corporation or the Industrial areas within 20 Kilometers radius from all Municipal Corporation limit ;

(b) *Zone-II.*—It shall comprise of the areas falling within the limits of all “A” and “B” Grade Municipal Councils ;

(c) *Zone-III.*—It shall comprise of all other areas in the State not included in *Zone I* and *Zone II* ;

(d) the minimum rates of daily wages payable to an employee employed on daily wages shall be computed by dividing the minimum rates of monthly wages fixed for the class of employees to which he belongs by twenty six, the quotient being stepped upto the nearest *paisa* ;

(e) the minimum rates of hourly wages payable to part-time employee shall be computed by dividing the daily rates of minimum wages applicable to the concerned class of employees by eight hours with 15% rise in it and quotient being stepped upto the nearest *paisa* ;

(f) the minimum rates of wages shall be inclusive of payment of remuneration in respect of weekly day of rest ;

(g) the minimum rates of wages shall consist of basic rates, the cost of living allowance, the cash value of concessions, if any ;

(h) a skilled employee is one who is capable of working efficiently, of exercising considerable independent judgement and discharging his duties responsibly ;

(i) a semi-skilled employee is one, who does work generally of a well defined routine nature, wherein the major requirement is not so much of the judgement, skills and dexterity, but of proper discharge of duties assigned to him for a relatively narrow job and important decisions are made by others. His work is thus limited to the performance of routine operation of limited scope ;

(j) an un-skilled employee is one who does operations that involve the performance of simple duties which require exercise of little or no independent judgement or previous experience, although a familiarity with the occupational environment is necessary. His work may thus require, in addition to physical exertion, familiarity with a variety of articles or goods.

#### APPENDIX

The average consumer Price Index Number in respect of ten centres in the State of Maharashtra for working class (New Series 2001=100) shall be the Cost of Living Index Number applicable to the employees employed in the said scheduled employment. The Competent Authority appointed by the Government shall, after the expiry of every six months commencing on the first day of January and the first day of July, calculate the average of the Cost of Living Index Number applicable to the said employee for these six months and ascertain the rise of such average over 196 points. For such rise of every point, special allowance (hereinafter referred to as “ the Cost of Living Allowance ”) payable to the employee in the said scheduled employment for each of the six months immediately following six months in respect of which such average has been calculated at the rate of Rs. 28.00 per month in respect of all the zones.

2. The Cost of Living Allowance computed as aforesaid shall be declared by the Competent Authority by notification in the *Official Gazette* in the last week of July when such allowance is payable for each of the months from July to December and in the last week of January when such allowance is payable for each of the months from January to June :

Provided that, the Competent Authority shall declare the Cost of Living Allowance payable in respect of the period from the date of fixation of the rate of minimum wages to the end of December or June, as the case may be, immediately after the said date with effect from which the minimum rates of wages are fixed.

By order and in the name of the Governor of Maharashtra,

BALASAHEB KOLASE,  
Joint Secretary to Government.